

Customer No.:



07278

PATENT TRADEMARK OFFICE

Docket No.: 6565/1G622-US1

**DECLARATION
AND POWER OF ATTORNEY
Original Application**

As a below named inventor, I declare that the information given herein is true, that I believe that I am the original, first and sole inventor if only one name is listed at 1 below, or a joint inventor if plural inventors are named below, of the invention entitled:

INTERACTIVE EMPLOYMENT SYSTEM AND METHOD

which is described and claimed in:

the attached specification or the specification in application
Serial No. , filed X
(for declaration not accompanying appl.)

that I do not know and do not believe that the same was ever known or used in the United States of America before my or our invention thereof or patented or described in any printed publication in any country before my or our invention thereof, or more than one year prior to this application, or in public use or on sale in the United States of America more than one year prior to this application, that the invention has not been patented or made the subject of an inventor's certificate issued before the date of this application in any country foreign to the United States of America on an application filed by me or my legal representatives or assigns more than twelve months prior to this application, that I acknowledge my duty to disclose information of which I am aware which is material to patentability in accordance with 37 CFR §1.56. I hereby state that I have reviewed and understand the contents of the above-identified specification, including the claims, as amended by any amendment referred to above. I hereby claim the priority benefits under 35 U.S.C. §119 of any application(s) for patent or inventor's certificate listed below. All foreign applications for patent or inventor's certificate on this invention filed by me or my legal representatives or assigns prior to the application(s) of which priority is claimed are also identified below.

PRIOR APPLICATION(S), IF ANY, OF WHICH PRIORITY IS CLAIMED

COUNTRY APPLICATION NO. DATE OF FILING

U.S. 60/199,038 April 21, 2000

**ALL FOREIGN APPLICATIONS, IF ANY, FILED PRIOR
TO THE APPLICATION(S) OF WHICH PRIORITY IS CLAIMED**

COUNTRY APPLICATION NO. DATE OF FILING

POWER OF ATTORNEY:

As a named inventor, I hereby appoint the following attorney(s) and/or agents(s) to prosecute this application and transact all business in the Patent and Trademark office connected therewith: Gordon D. Coplein #19,165, Michael J. Sweedler #19,937, S. Peter Ludwig #25,351, Paul Fields #20,298, Marc S. Gross #19,614, Joseph B. Lerch #26,936, Melvin C. Garner #26,272, Ethan Horwitz #27,646, Adda C. Gogoris #29,714, Bert J. Lewen #19,407, Henry Sternberg #22,408, Peter C. Schechter #31,662, Robert Schaffer #31,194, Robert C. Sullivan, Jr. #30,499, Ira J. Levy #35,587, Joseph R. Robinson #33,448, Scott G. Lindvall #40,325, Paul F. Fehlner, Ph.D. #35,135, David Leason #36,195

all of the firm of DARBY & DARBY P.C., 805 Third Avenue, New York, NY 10022

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DARBY & DARBY P.C.
805 Third Avenue
New York, NY 10022

Chanah Brenenson
212-527-7700

FULL NAME AND RESIDENCE OF INVENTOR 1

LAST NAME: PINEDA FIRST NAME: Andres MIDDLE NAME:

CITY: Mill Valley STATE OR FOREIGN COUNTRY: California COUNTRY OF CITIZENSHIP: U.S.

POST OFFICE ADDRESS: 775 E. Blithedale #276 CITY: Mill Valley STATE OR COUNTRY: California
ZIP CODE: 94941

FULL NAME AND RESIDENCE OF INVENTOR 2

LAST NAME: MAYER FIRST NAME: Juliana MIDDLE NAME:

CITY: San Francisco STATE OR FOREIGN COUNTRY: California COUNTRY OF CITIZENSHIP: U.S.

POST OFFICE ADDRESS: 218 Waller Street CITY: San Francisco STATE OR COUNTRY: California
ZIP CODE: 94102

FULL NAME AND RESIDENCE OF INVENTOR 3

LAST NAME: SPIECZNY FIRST NAME: Steven MIDDLE NAME:

CITY: San Francisco STATE OR FOREIGN COUNTRY: California COUNTRY OF CITIZENSHIP: U.S.

POST OFFICE ADDRESS: 510 Jersey Street CITY: San Francisco STATE OR COUNTRY: California
ZIP CODE: 94114

FULL NAME AND RESIDENCE OF INVENTOR 4

LAST NAME: SCHMIDT FIRST NAME: David MIDDLE NAME:
CITY: San Francisco STATE OR FOREIGN COUNTRY: California COUNTRY OF CITIZENSHIP: U.S.
POST OFFICE ADDRESS: 1690 Broadway Street, Apt. 708 CITY: San Francisco STATE OR COUNTRY: California
ZIP CODE: 94109

FULL NAME AND RESIDENCE OF INVENTOR 5

LAST NAME: SOLOFF FIRST NAME: David MIDDLE NAME:
CITY: San Francisco STATE OR FOREIGN COUNTRY: California COUNTRY OF CITIZENSHIP: U.S.
POST OFFICE ADDRESS: 1035 Deharo #2 CITY: San Francisco STATE OR COUNTRY: California
ZIP CODE: 94107

FULL NAME AND RESIDENCE OF INVENTOR 6

LAST NAME: ROSE FIRST NAME: Sparky MIDDLE NAME: Wilson
CITY: San Francisco STATE OR FOREIGN COUNTRY: California COUNTRY OF CITIZENSHIP: U.S.
POST OFFICE ADDRESS: 32 Ford Street CITY: San Francisco STATE OR COUNTRY: California
ZIP CODE: 94114

FULL NAME AND RESIDENCE OF INVENTOR 7

LAST NAME: REILLY FIRST NAME: Colleen MIDDLE NAME:
CITY: San Francisco STATE OR FOREIGN COUNTRY: California COUNTRY OF CITIZENSHIP: U.S.
POST OFFICE ADDRESS: 650 Townsend Street #375 CITY: San Francisco STATE OR COUNTRY: California
ZIP CODE: 94103

FULL NAME AND RESIDENCE OF INVENTOR 8

LAST NAME: BHAMRE FIRST NAME: Neal MIDDLE NAME:
CITY: San Francisco STATE OR FOREIGN COUNTRY: California COUNTRY OF CITIZENSHIP: U.S.
POST OFFICE ADDRESS: 2941 23rd Avenue CITY: San Francisco STATE OR COUNTRY: California
ZIP CODE: 94132

I further declare that all statements made herein of my own knowledge are true and that all statements made on information and belief are believed to be true; and further that these statements were made with the knowledge that willful false statements and the like so made are punishable by fine or imprisonment, or both, under Section 1001 of Title 18 of the United States Code, and that such willful false statements may jeopardize the validity of the application or any patent issuing thereon.

SIGNATURE OF INVENTOR 1: _____ DATED: _____
Andres PINDA

SIGNATURE OF INVENTOR 2:  DATED: 4/8/01
Juliana MAYER

SIGNATURE OF INVENTOR 3: _____ DATED: _____
Steven SPIECZNY

SIGNATURE OF INVENTOR 4: _____ DATED: _____
David SCHMIDT

SIGNATURE OF INVENTOR 5: _____ DATED: _____
David SOLOFF

SIGNATURE OF INVENTOR 6: _____ DATED: _____
Sparky Wilson ROSE

SIGNATURE OF INVENTOR 7: _____ DATED: _____
Colleen REILLY

SIGNATURE OF INVENTOR 8: _____ DATED: _____
Neal BHAMRE

I further declare that all statements made herein of my own knowledge are true and that all statements made on information and belief are believed to be true; and further that these statements were made with the knowledge that willful false statements and the like so made are punishable by fine or imprisonment, or both, under Section 1001 of Title 18 of the United States Code, and that such willful false statements may jeopardize the validity of the application or any patent issuing thereon.

SIGNATURE OF INVENTOR 1: _____ DATED: _____
Andres PINDA

SIGNATURE OF INVENTOR 2: _____ DATED: _____
Juliana MAYER

SIGNATURE OF INVENTOR 3:  DATED: 4/16/01
Steven SPIECZNY

SIGNATURE OF INVENTOR 4: _____ DATED: _____
David SCHMIDT

SIGNATURE OF INVENTOR 5: _____ DATED: _____
David SOLOFF

SIGNATURE OF INVENTOR 6: _____ DATED: _____
Sparky Wilson ROSE

SIGNATURE OF INVENTOR 7: _____ DATED: _____
Colleen REILLY

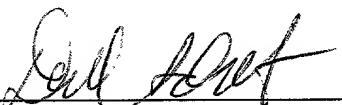
SIGNATURE OF INVENTOR 8: _____ DATED: _____
Neal BHAMRE

I further declare that all statements made herein of my own knowledge are true and that all statements made on information and belief are believed to be true; and further that these statements were made with the knowledge that willful false statements and the like so made are punishable by fine or imprisonment, or both, under Section 1001 of Title 18 of the United States Code, and that such willful false statements may jeopardize the validity of the application or any patent issuing thereon.

SIGNATURE OF INVENTOR 1: _____ DATED: _____
Andres PINDA

SIGNATURE OF INVENTOR 2: _____ DATED: _____
Juliana MAYER

SIGNATURE OF INVENTOR 3: _____ DATED: _____
Steven SPIECZNY

SIGNATURE OF INVENTOR 4:  DATED: 4/6/01
David SCHMIDT

SIGNATURE OF INVENTOR 5: _____ DATED: _____
David SOLOFF

SIGNATURE OF INVENTOR 6: _____ DATED: _____
Sparky Wilson ROSE

SIGNATURE OF INVENTOR 7: _____ DATED: _____
Colleen REILLY

SIGNATURE OF INVENTOR 8: _____ DATED: _____
Neal BHAMRE

I further declare that all statements made herein of my own knowledge are true and that all statements made on information and belief are believed to be true; and further that these statements were made with the knowledge that willful false statements and the like so made are punishable by fine or imprisonment, or both, under Section 1001 of Title 18 of the United States Code, and that such willful false statements may jeopardize the validity of the application or any patent issuing thereon.

SIGNATURE OF INVENTOR 1: Andres PINDA DATED: _____

SIGNATURE OF INVENTOR 2: Juliana MAYER DATED: _____

SIGNATURE OF INVENTOR 3: Steven SPIECZNY DATED: _____

SIGNATURE OF INVENTOR 4: David SCHMIDT DATED: _____

SIGNATURE OF INVENTOR 5: David SOLOFF DATED: _____

SIGNATURE OF INVENTOR 6: Sparky Wilson ROSE DATED: 3/19/01
Sparky Wilson ROSE

SIGNATURE OF INVENTOR 7: Colleen REILLY DATED: _____

SIGNATURE OF INVENTOR 8: Neal BHAMRE DATED: _____